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ABSTRACT

This paper reports on a study undertaken to discover what instruments were available for use in career assessment. The study population was all sources of information that listed or described career assessment instruments. To identify those instruments used with special populations, a survey was sent to all regional service centers in Texas for distribution to school districts. Instruments were classified into the seven categories used by Kapes and Mastie (1988): multiple aptitudes, interests, work values, career development/maturity, combined assessment, personality, and special populations. Results from all sources identified 302 instruments in the seven categories. Following the six-page report, 10 tables are attached. Table 1 reports results of the three studies previously conducted to determine the most used career assessment instruments. Table 2 is an alphabetical listing of the 169 instruments reviewed or briefly described by Kapes and Mastie with category and level of use. Table 3 represents 92 instruments added to the original list. It includes the category, test name, and publisher. Table 4 lists 41 instruments added from all other sources, with category, significant publisher information, and comments. Tables 5-8 report survey results and list instruments used in the categories of aptitude, interest, combination, and work samples. Tables 9 and 10 report instruments most used along with opinions about their use. (YLB)

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Career Assessment Instruments:

A State-of-the-Art Review

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Paper presented at the annual meeting of the
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Background

Since the beginning of the vocational guidance movement by Parsons in 1909, there has been a need to develop instruments to assess the characteristics of individuals. Initially, only aptitude measures were used, with interest measures following. Over the past 20 years, there has been a rapid increase in instruments to measure many additional aspects of the career development process. The purpose of this study was to ascertain the current state-of-the-art of instrument development. More specifically, the exact names, purposes and publishers of current instruments were determined.

During the 1980s, three separate surveys were conducted to determine which career assessment instruments were most used. Engen et al. (1982) used a large national sample of public schools to develop their list of the top 20 instruments. Zytowski and Worman (1981) surveyed test use in private practice, colleges and universities, and generated lists of tests in various categories including career counseling. Kapes and Mastie (1988) as part of the development of their book A Counselor's Guide to Career Assessment Instruments also surveyed 100 professionals who belonged to the National Career Development Association concerning their use of career assessment instruments. All of these surveys turned up approximately 20 to 30 most used instruments. This study also discovered that most respondents were familiar only with the few tests that they used. Table 1, from the Kapes and Mastie book, reports the results of the three studies previously conducted to determine the most used

career assessment instruments.

Recently, four additional books have been published which describe or review what the authors believe to be the most used instruments in counseling, especially career counseling. Instruments included in these publications were not based on a survey; however, there is a fair degree of agreement among them as to which instruments to include. Among these four publications, Using Assessment Results in Career Counseling (Zunker, 1990) is in its third edition; the others are all new. They are: Assessment in Counseling: A Guide to the Use of Psychological Assessment Procedures (Hood & Johnson, 1991), The Clinical Practice of Career Assessment: Interests, Abilities, and Personality (Lowman, 1991) and Testing in Counseling Practice (Watkins & Campbell, 1990).

The purpose of the research reported in this paper was to discover what instruments are currently available for use in career assessment. To assure a broad coverage of the field of career assessment, particular emphasis was given to including instruments used by employers in business and industry, as well as those developed especially for special populations (i.e., persons with disabilities and disadvantages).

Method

The population identified for this study was all sources of information which list or describe career assessment instruments. Specifically, the following sources were reviewed:

* Tests in Print III - 1983
* Eighth Mental Measurements Yearbook - 1978
* Ninth Mental Measurements Yearbook - 1985
* Tenth Mental Measurements Yearbook - 1990

* Tenth Mental Measurements Yearbook, Supplement - 1991
* Tests (3rd Edition) - 1991
* Tests Critiques - Vol. I-III - 1983-90
* ETS Test Collection - Vocational Tests
* Measurement and Evaluation in Counseling and Development Journal - 1985-91
* Counseling and Development Journal - 1985-91
* Career Development Quarterly - 1985-91
* Journal of Educational and Psychological Measurement - 1985-91
* Journal of Employment Counseling - 1985-91
* Test Publisher catalogues of all publishers known to produce career assessment instruments (approximately 20 publishers)
* Current books that describe or review career assessment instruments

In addition, in order to identify the career assessment instruments used with special populations (disabled and disadvantaged), a survey was sent to all regional service centers in Texas for distribution to school districts. A total of 122 returns were received from this survey.

Instruments were classified into the seven categories used in the Kapes and Mastie (1988) text: multiple aptitudes, interests, work values, career development/maturity, combined assessment, personality, and special populations.

Results

Results from all sources identified over 300 instruments in the seven categories. Tables listing all instruments with category and publisher information were created. In addition, results from the Texas survey of special populations use yielded 12 instruments with the greatest use, and over 100 different instruments used overall.

Table 2, which is an alphabetical listing of the 169 instruments reviewed or briefly described in Kapes and Mastie (1988), was the starting point for the study. The literature

review was used to update that list and add additional instruments. The table includes the name of the instrument along with its category and level of use. Table 3 represents 92 instruments added to the original list from a review of publisher catalogues. The table includes the category at left by initial (CS indicates that the instrument is a card sort), the test name and the publisher. Table 4 is a listing of instruments added from all other sources. A total of 41 instruments are included along with category and significant publisher information and comments. From Tables 2, 3 and 4, a total of 302 instruments were identified.

The second part of the results section reports the findings from the survey conducted in Texas (Kapes, Parrish, & Funderburg, 1991) to discover the extent of use of career assessment instruments with special populations. Tables 5, 6, 7 and 8 report the instruments used in the categories of aptitude, interest, combination and work samples. Tables 9 and 10 report the instruments most used along with opinions provided about their use. The opinions are coded into a five-point rating scale ranging from 1 = very poor to 5 = very good. Other specific opinions that could be associated with particular instruments are provided on the right side of the table. All numbers in the body of Table 9 are frequencies, while numbers at the top refer to the opinion categories in Table 10.

Conclusions

Although the methods used in this study do not permit conclusions to be drawn concerning which instruments are most

used or are best for a particular use, the information obtained does capture the magnitude of the variety of instruments available. Also, it can be seen that the seven categories used by Kapes and Mastie (1988) are useful as a classification of these instruments. With special populations, it can be seen that many of the instruments used with the general population are also used with persons with disabilities or disadvantages. However, for these special populations, there are also specialized instruments developed of an aptitude or interest nature as well as work samples. Furthermore, opinions of instruments used with special populations are mixed, leaving much room for improvement.

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Zytowski, D. G., & Warman, R. E. (1982). The changing use of tests in counseling. Measurement and Evaluation in Guidance, 15(2), 147-152.

TABLE 1: RANKED LISTS OF PREFERENCE FOR OR USE OF CAREER ASSESSMENT INSTRUMENTS FROM THREE STUDIES[a]

Counselor's Guide Survey (1986)[b]	Zytowski & Warman (1982)	Engen, Lamb & Prediger (1982)
Self Directed Search	(Aptitude only)	Armed Services Vocational Aptitude Battery
Kuder Occupational Interest Inventory		Differential Aptitude Tests
Strong-Campbell Interest Inventory	Differential Aptitude Tests	General Aptitude Test Battery
Differential Aptitude Tests	Bennett Mechanical	Kuder Occupational Interest Survey
Career Development Inventory	Minnesota Clerical	Strong Vocational Interest Blank
Career Maturity Inventory		Strong-Campbell Interest Inventory
Harrington-O'Shea Career Decision Making System	(Interest & Related)	Kuder General Interest Survey
Kuder General Interest Survey		Ohio Vocational Interest Survey
Career Assessment Inventory	Strong-Campbell Interest Inventory	Self Directed Search
Work Values Inventory	Kuder Occupational Interest Inventory	California Occupational Preference Survey
Ohio Vocational Interest Survey II	Self Directed Search	Judgment of Occupational Behavior-Orientation
Armed Services Vocational Aptitude Battery	Kuder General Interest Survey	Vocational Interest, Experience and Skill Assessment
Career Development Inventory-Kuder	Career Assessment Inventory	State Career Information System Instruments
General Aptitude Test Battery	Study of Values	Local Instruments
Career Awareness Inventory	California Occupational Interest Inventory	Career Maturity Inventory
California Occupational Preference Survey		Career Planning Program
Hall Occupational Orientation Inventory		Harrington-O'Shea Career Decision-Making System
Jackson Vocational Interest Survey		Hall Occupational Orientation Inventory
Minnesota Importance Questionnaire		Interest Determination, Exploration and Assessment System
World of Work Inventory		Picture Interest Exploration Survey

Notes: a) Brackets indicate tied ranks.
b) Top 20 in *Counselor's Guide* survey—selected on half or more returns.

Table 2

Alphabetical Listing of Career Assessment Instruments by Category and Level of Use

LEGEND P—Primary Category of Use S—Secondary Category of Use X—Level of Use INSTRUMENTS	CATEGORY							LEVEL			
	Aptitudes	Interests	Values	Career Development	Combined Measures	Personality	Special Populations	Elementary School	Junior High/Middle School	High School	Post-High School/Adult
ACT Career Planning Program (CPP)	S	S			P				X	X	X
Adaptability Test	S						P			X	X
Adult Basic Learning Exam (ABLE)	P										X
Adult Career Concerns Inventory (ACCI)				P							X
Applied Biological and Agribusiness Interest Inventory		P							X		
Apticom	S	S			P		S			X	X
Aptitude Based Career Decision Test (ABCD)	P										X
Aptitude Tests for Occupations	P									X	X
Aptitudes	P									X	
Armed Services Vocational Aptitude Battery (ASVAB)	P									X	X
Assessment of Career Decision Making (ACDM)				P						X	X
Ball Aptitude Battery	P									X	
Bennett Hand Tool Dexterity Test	P						S			X	X
Birkman Method–Needs at a Glance		S	S			P					X
Canadian Occupational Interest Inventory		P									X
Career Ability Placement Survey (CAPS)	P								X	X	X
Career Area Interest Checklist		P								X	
Career Assessment Inventory—The Enhanced Version (CAI)		P								X	X
Career Awareness Inventory				P				X	X	X	
Career Decision Scale (CDS)				P						X	X
Career Development Inventory (CDI)				P					X	X	X
Career Directions Inventory		P								X	X
Career Education Readiness Test				P				X	X		
Career Exploration Series		P							X	X	X
Career Evaluation System Series 100	S				S		P			X	X
Career Guidance Inventory		P							X	X	X
Career Guidance Inventory for Trades, Services, and Technologies		P							X	X	X
Career Interests		P									X
Career Interest Survey		P								X	

LEGEND
P—Primary Category of Use
S—Secondary Category of Use
X—Level of Use

INSTRUMENTS	CATEGORY							LEVEL			
	Aptitudes	Interests	Values	Career Development	Combined Measures	Personality	Special Populations	Elementary School	Junior High/Middle School	High School	Post-High School/Adult
Career Interest Tests (CIT)		P							X	X	X
Career Maturity Inventory (CMI)				P					X	X	X
Career Occupational Preference System Interest Inventory (COPS)		P							X	X	X
Career Orientation Placement and Evaluation Survey (COPES)			P						X	X	X
Career Path Strategy				P						X	X
Career Skills Assessment Program (CSAP)				P					X	X	X
Career Survey	S	S			P				X	X	X
Career Values Card Sort Kit			P								X
College Major Card Sort					P				X	X	X
Comprehensive Ability Battery (CAB)	P									X	X
Comprehensive Career Assessment Scale		S		P				X	X	X	
Comprehensive Occupational Assessment and Training System	S	S			S		P			X	X
Computerized Career Assessment and Planning Program (CCAPP)	S	P								X	
Computer Operator Aptitude Battery (COAB)	P										X
Computer Programmer Aptitude Battery (CPAB)	P										X
Crawford Small Parts Dexterity Test	P						S			X	X
Differential Aptitude Tests (DAT)	P								X	X	X
Employment Readiness Scale			P							X	X
Experience Exploration		S			P				X	X	X
Exploring Career Options (ECO)	S		S			P					X
Flanagan Aptitude Classification Test (FACT)	P						S			X	X
Forer Vocational Survey: Men-Women						P				X	X
Geist Picture Interest Inventory		S					P		X	X	X
Gordon Occupational Checklist II		P							X	X	X
Hackman-Gaither Interest Inventory		P							X	X	X
Hall Occupational Orientation Inventory (HALL)			P					X	X	X	X
Harrington O'Shea Career Decision-Making System (CDM)		P							X	X	X
Hester Evaluation System (HESTER)	S						P			X	X
How Well Do You Know Your Interests?		P								X	X
Individual Career Exploration (ICE)	S	S	S		P			X	X	X	

LEGEND
P—Primary Category of Use
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INSTRUMENTS	CATEGORY							LEVEL			
	Aptitudes	Interests	Values	Career Development	Combined Measures	Personality	Special Populations	Elementary School	Junior High/Middle School	High School	Post-High School/Adult
Interest, Determination, Exploration and Assessment Section (IDEAS)		P							X	X	
Inventory of Interests		P							X	X	X
Jackson Vocational Interest Survey (JVIS)		P								X	X
Jewish Employment Vocational Services Work Sample System (JEVS)	S						P			X	X
Job Descriptive Index (JDI)			P								X
Judgement of Occupational Behavior-Orientation (JOB-O)		P							X	X	X
Jobtap II					P					X	X
Key Educational Vocational Assessment System (KEVAS)	S	S			S	S	P			X	X
Knowledge of Occupations Test				P						X	
Kuder Career Development Inventory		S			P				X	X	X
Kuder General Interest Survey, Form E (KUDER-E)		P							X	X	X
Kuder Occupational Interest Survey, Form DD (KUDER-DD)		P								X	X
Major-Minor-Finder (M-M-F)					P					X	X
Manipulative Aptitudes Test	P						S		X	X	X
McCarron-Dial System (MDS)	S				S		P		X	X	X
Measures of Occupational Stress, Strain, and Coping						P					X
Microcomputer Evaluation and Screening Assessment (MESA)	S	S			S		P			X	X
Microcomputer Evaluation of Career Areas (MECA)	S	S			S		P		X	X	
Micro-Tower	S						P			X	X
Milwaukee Academic Interest Inventory		P								X	X
Minnesota Clerical Test (MCI)	P									X	X
Minnesota Importance Questionnaire (MIQ)			P							X	X
Minnesota Rate of Manipulation Test, 1969 Edition (MRMT)	P						S		X	X	X
Minnesota Satisfaction Questionnaire (MSQ)			P								X
Missouri Occupational Card Sort (MOCS)		P								X	X
Missouri Occupational Preference Inventory (MOPI)		P								X	X
Motivated Skills Card Sort (MSCS)				P						X	X
Myers-Briggs Type Indicator (M-BTI)						P			X	X	X
My Vocational Situation (MVS)				P						X	X
New Mexico Career Education Test Series				P					X	X	
Non-Sexist Vocational Card Sort		P								X	X

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INSTRUMENTS	CATEGORY							LEVEL			
	Aptitudes	Interests	Values	Career Development	Combined Measures	Personality	Special Populations	Elementary School	Junior High/Middle School	High School	Post-High School/Adult
Occupational Aptitude Survey and Interest Schedule (OASIS)	S	S			P				X	X	
Occupations and Career Information BOXSCORE				P					X	X	
Occupational Interest Card Sort (OICS)		P								X	X
Occ-U-Sort		P								X	X
O'Conner Finger Dexterity Test	P						S		X	X	X
O'Conner Tweezer Dexterity Test	P						S		X	X	X
Office Skills Test	P						S			X	X
Ohio Vocational Interest Survey, Second Edition (OVIS)		P							X	X	X
Ohio Work Values Inventory			P					X	X	X	X
Orientation Inventory			S			P				X	X
Pennsylvania Bi-Manual Worksample	P						S			X	X
Personal Skills Map						P		X	X	X	X
Personnel Tests for Industry-Oral Directions Test (PTI-ODT)	S						P				X
Pictorial Inventory of Careers (PIC)		S					P		X	X	X
Picture Interest Exploration Survey (PIES)		S					P		X	X	
Planning Career Goals (PCG)	S	S	S		P				X	X	
Prep Work Samples	S						P			X	X
Program for Assessing Youth Employment Skills (PAYES)	S	S	S	S			P			X	X
Purdue Pegboard	P						S		X	X	X
Reading Free Vocational Interest Inventory—Revised (RFVII)		S					P		X	X	X
System for Assessment and Group Evaluation/Compute-A-Match	S	S			P					X	X
Sales Attitude Checklist						P				X	X
Salience Inventory (SI)			P						X	X	X
San Francisco Vocational Competency Scale	S				S		P				X
Self Description Inventory						P			X	X	X
Self-Directed Search (SDS)		P							X	X	X
Short Employment Tests (SET)	P						S			X	X
Short Tests of Clerical Ability (STCA)	P						S			X	X
Sixteen PF Personal Career Development Profile (PCDP)						P				X	X
Skills Assessment Module (SAM)	S						P		X	X	
Social and Prevocational Informational Battery—Form T (SPIB-T)	S			S			P		X	X	X

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INSTRUMENTS	CATEGORY							LEVEL			
	Aptitudes	Interests	Values	Career Development	Combined Measures	Personality	Special Populations	Elementary School	Junior High/Middle School	High School	Post-High School/Adult
Social and Prevocational Information Battery—Revised (SPIB)	S			S			P		X	X	X
SRA Pictorial Reasoning Test (PRT)	P						S		X	X	X
SRA Test of Mechanical Concepts	P						S		X	X	X
Strong-Campbell Interest Inventory (SCII)		P							X	X	X
Stromberg Dexterity Test (SDT)	P						S			X	X
Study of Values (SOV)			P							X	X
Talent Assessment Program System (TAPS)	S						P		X	X	X
Temperament and Values Inventory (TVI)			S			P			X	X	X
Test Orientation Procedure	S						P				X
Testing, Orientation, and Work Evaluation in Rehabilitation (TOWER)	S						P			X	X
Tests of Adult Basic Education (TABE)	P										X
UNIACT IV		P								X	X
USES Basic Occupational Literacy Test (BOLT)	S						P	X	X	X	
USES General Aptitude Test Battery (GATB)	P								X	X	X
USES Interest Checklist		P									X
USES Interest Inventory (USESII)		P							X	X	X
USES Non-Reading Aptitude Test Battery (NATB)	S						P		X	X	X
Valpar Component Work Sample System (VALPAR)	S						P			X	X
Valpar-17 Pre-Vocational Readiness Battery	S			S	S		P		X	X	X
Values Scale (VS)			P						X	X	X
Vocational Adaptation Rating Scales	S			S	S		P		X	X	X
Vocational Exploration and Insight Kit (VEIK)		P		S						X	X
Vocational Evaluation Systems by Singer (VES)	S	S			S		P		X	X	X
Vocational Implications of Personality (VIP)						P			X	X	X
Vocational Information and Evaluation Work Samples (VIEWS)	S						P			X	X
Vocational Interest and Sophistication Assessment (VISA)		S		S			P		X	X	X
Vocational Interest, Experience, and Skill Assessment (VIESA)	S	P			S				X	X	X
Vocational Interest Inventory (VII)		P								X	X
Vocational Interest Profile Report		P								X	
Vocational Interest Temperament and Aptitude System (VITAS)	S						P			X	X
Vocational Opinion Index						S	P			X	X

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INSTRUMENTS	CATEGORY							LEVEL			
	Aptitudes	Interests	Values	Career Development	Combined Measures	Personality	Special Populations	Elementary School	Junior High/Middle School	High School	Post-High School/Adult
Vocational Preference Inventory, 1985 Revision (VPI)		P				S				X	X
Vocational Research Interest Inventory (VRII)		P								X	X
Vocational Skills Assessment and Development Program	S						P		X	X	X
Vo-Tech Major Card Sort		P							X	X	X
What I Like To Do		P						S	X		
Wide Range Employability Sample Test (WREST)	S						P			X	X
Wide Range Intelligence and Personality Test (WRIPT)	S					S	P	X	X	X	X
Wide Range Interest-Opinion Test (WRIOT)		S					P	X	X	X	X
Word and Number Assessment Inventory (WNAI)	P								X	X	X
Work Activities Checklist		P								X	
Work Activities Inventory		P								X	
Work Attitudes Questionnaire						P					X
Work Content Skills Inventory	P										X
Work Situations						P				X	
Work Skills Assessment Package	S						P		X	X	X
Work Values Inventory (WVI)			P						X	X	X
World of Work Inventory (WOWI)	S	S			P				X	X	X

Table 3

Additional Instruments from Publisher Catalogs

Cat.	Test Name	Publisher
CD	WPS-Career Planning Program	WPS
V	California Life Goals Evaluation	WPS
A	Wonderlic Personnel Test	WPS, PSY, PAR, CTB/PTS
A	Western Personnel Test	WPS
P	Meyer-Kendall Assessment Survey	WPS
A	Employee Aptitude Survey	WPS, PSY, PAR, CTB/PTS
A	Basic Skills Tests	WPS, PSY, CTB/PTS
CS-I	Group Interest Sort	Conover
SP	Learning Styles Inventory	Piney
A	Prevocational Assessment Screen	Piney
I	Voc-Ties	Piney
	Job Style Indicator	Career R & T
P	Personality Research Form	Sigma, PAR
P	Jackson Personality Inventory	Sigma
A	Multidimensional Aptitude Battery	Sigma
P	Survey of Work Styles	Sigma
P	Personal Assessment Form	Sigma
P	Occupational Stress Inventory	Sigma, PAR
V	Satisfaction Research Questionnaire	Sigma
P	Neo-Personality Inventory	Sigma
A	Technical and Scholastic Test	Riverside
A	Business English Test	Riverside
A	Spatial Visualization Test	Riverside

Cat.	Test Name	Publisher
A	Bennett Mechanical Comprehension Test	PSY
A	Beta Exam - Revised	PSY
I	Career Interest Inventory	PSY
A	Clerical Abilities Battery	PSY
A	Computer Competence Test	PSY
A	Computer Aptitude Literacy and Interest Profile	PSY, PRO-ED
A	Divorine Color Vision Test	PSY
P	Edwards Personal Preference Schedule	PSY
A	General Clerical Test	PSY
P	Gordon Personal Profile-Inventory	PSY
A	Industrial Reading Test	PSY
P	Jenkins Activity Survey	PSY
A	Minnesota Paper Form Board-Reused	PSY
A	Wesman Personnel Classification Test	PSY
A	Seashore-Bennett Stenographic Proficiency Test	PSY
A	Typing Test for Business	PSY
A	Watson-Glaser Critical Thinking Appraisal	PSY
A	Word Processing Test	PSY
P	California Psychological Inventory	PSY, CPP, CTE/PTS
A	Minnesota Clerical Assessment Battery	PSY, Assoc
I	College Major Interest Inventory	CPP
I	Guilford-Zimmerman Interest Inventory	CPP
V	Rokeach Value Survey	CPP
A	Guilford-Zimmerman Aptitude Survey	CPP
P	Guilford-Zimmerman Temperament Survey	CPP
P	Adult Personality Inventory	IPAT

Cat.	Test Name	Publisher
A	Minnesota Spatial Relations Test	AGS, CTB/PTS
I	Chronicle Career Quest	Chronicle
P	Inventory for Counseling and Development	NCS
C	Career Development Profile	Talico
V	Career Values Scale	Talico
SP	Becker Work Adjustment Profile	PAR, CTB/PTS
A	Pin Test	PAR
CD	Career Decision Diagnostic Assessment	CTB/PTS
A	Clerical Skills Series	CTB/PTS
A	McQuarrie Test for Mechanical Ability	CTB/PTS
SP	Test for Everyday Living	CTB/PTS
A	Schubert General Ability Battery	CTB/PTS
A	Career Planning Assessment	ACT
	Position Classification Inventory	PAR
	Career Beliefs Inventory	CCP
I	Interest Based Career Assessment	PREP, BALL
V	Minnesota Job Description Questionnaire	VPR
CD	Career Leverage Inventory	Career Sys.
CD	Career Action Inventory	Career Sys.
I	Deal-Me-In-Cards	Career Sys.
I	College Major and Vocational Program Selec.	COIN
I	Career Targets Program	COIN
A	Flanagan Industrial Tests	SRA/LH
A	SRA Clerical Aptitudes	SRA/LH
A	SRA Mechanical Aptitudes	SRA/LH
A	Perceptual Speed	SRA/LH
A	Space Thinking	SRA/LH

Cat.	Test Name	Publisher
A	Space Relations	SRA/LH
A	Mechanical Movements	SRA/LH
A	Intuitive Mechanics	SRA/LH
A	Word Processor Assessment Battery	SRA/LH
P	The Personal Audit	SRA/LH
P	Survey of Interpersonal Values	SRA/LH
P	Survey of Personal Values	SRA/LH
P	Thurstone Temperament Schedule	SRA/LH
P	Temperament Comparator (TC)	SRA/LH
I	Work Interest Index	LH
I	Emerging Occupations Interest Inventory	CFKR
I	Voc-Tech Quick Screener	CFKR
SP	Career Assessment Inventory for Learning Dis.	CFKR
SP	Explore the World of Work-Adult	CFKR

Table 4

Additional Instruments from ETS Test Collection and Other Sources

Cat.	Test Name/Publisher/Comments
C/SP	Career Assessment Inventory for Learning Disabled, 1983, Academic Therapy Publication, 20 Commercial Boulevard, Novato, CA, 94947 Ages 15-64 - Ability and Interest
I	Armed Services Civilian Vocational Interest Survey, 1983, CFKR Career Materials
SP	Career Adaptive Behavior Inventory, 1980, Special Child Publications, 4535 Union Bay Place, N.E., Seattle, WA, 98105 Ages 3-15 - Developmentally disabled, daily living skills necessary for vocational placement
A	Career and Vocational Form of the SOI-LA Basic Test, M & M Systems, 45755 Goodpartine Road, Vida, OR, 97488, (503) 896-3936
C	Missouri Aptitude and Career Information Inventory (MACTI), Center for Educational Assessment, University of Missouri, (314) 885-4694
A	Ohio Vocational Achievement Test Program, Instructional Materials Laboratory, OSU, (614) 221-4950
A	Student Occupational Competency Achievement Testing (SOCAT), (25 tests), NOCTI, Big Rapids, MI, (616) 796-4695
I	Career and Vocational Interest Inventory, Integrated Professional Systems, Inc., Youngstown, OH, (216) 799-3282
C	Career Exploration Profile (CEP), Precision People, Inc., Jacksonville, FL, (904) 262-1096
I	Colorado Educational Interest Indicator (CEII), CPP - College Major (could be CMII)
I	Educational Interest Inventory, Educational Guidance, Inc.
I	Explore the World of Work (E-WOW), CFKR Career Materials, (Pictorial form of JOB-O)
I	High School Career-Course Planner, CFKR (Related to JOB-O)
I	Inter-American Series: Inventory of Interests, Guidance Testing Center, San Antonio, TX, (512) 434-4060
I	Inventory of Vocational Interests, Psychometric Affiliate, Murfreesboro, TN, (615) 890-6296

Cat.	Text Name/Publisher/Comments
SP	PRG Interest Inventory (Interest for Blind), Association of Services for the Blind, (215) 627-0600
I	Safran Student Interest Inventory (3rd Ed.), Nelson Canada (Canadian), (416) 752-9100 (Ontario)
I	Six-Factor Automated Vocational Assessment System (SAVAS), Pacific Psychological, Richland, WA, (800) 523-4915
I	Vocational Appreception Test: Advanced Form, Psychological Test Specialist, Box 9227, Missoulo, MT, 59807
C	Vocational Interest Profile (VIP), NCS (and USES) Generates profile based on GATB and USES II.
C	VOC TECH Quick Screener, CFKR
SP	Florida International Diagnostic-Perspective Vocational Competency Profile, Stoelting Company, Wood Dale, IL, (708) 860-9700
SP	Job Awareness Inventory, Mafex Associates, Inc., Johnstown, PA, (814) 458-0151
CD/SP	Job Search Assessment, Prep-Educational Tech, Inc. (Trenton, NJ), (800) 257-5234
SD	Job Seeking Skills Survey (JSSS), D. S. Transition Associates, Inc., (Endicott, NJ), (607) 748-1253
SP	Vocational Behavior Checklist (VBC), Research and Training Center Press, West Virginia University, (304) 293-5314
SP	BASE - Basic Skills for Employment, Prep - Educational Technologies
SP	Employment Barrier Identification Scale (EBIS), Behavior Sciences Press, Tuscaloosa, AL, (205) 758-2823
A/C	ETST Tests (8 P & P tests, general ability and personality. Education/Employers' Tests and Services Association, (717) 264-9509, Chambersburg, PA
A	Flanagan Industrial Tests - SRA?
A	IPI Aptitude - Intelligence Test Series (15 tests-mixed), Industrial Psychology International, Ltd., (800) 747-1119 (Champaign, IL)
C	IPT - Employee Aptitude Series (17 tests)
A	Job Effectiveness Prediction System (JEPS) (12 tests) Personnel Decisions Research Institute for Life Office Management Association, Atlanta, GA, (404) 951-1770
A	Work Samples (27 job areas), Prep-Educational Technologies

Cat.	Text Name/Publisher/Comments
A	Clerical Skills Test - USES
A	Clerical Tests, Series N & V, Steven Thurow and Associates, Chicago, IL, (312) 332-6277
A	Hay Aptitude Test Battery (4 tests), E. F. Wonderlic Personnel Test, Inc., Northfield, IL, (708) 446-3900
I	Curtis Interest Scale (10 areas), Psychometric Affiliates
P	Career Suitability Profile, Management Strategies, Inc, Ridgeway, NJ, (201) 652-1021
V	Work Motivation Inventory (WMI), Teleometrics International, Woodlands, TX, (713) 367-0060
A	Structure of Intellect Learning Abilities (SOI-LA), SOI Systems, Box D, Vida, OR, 97488, (503) 896-3936

Table 5

Aptitude Instruments Used in Vocational Assessment in Texas

Name	Frequency
Adult & Adolescent Psychoeducational Profile	1
Armed Services Vocational Aptitude Battery (ASVAB)	6
Bennett Hand-Tool Dexterity Test	1
Career Ability Placement Survey (CAPS)	40
Crawford Small Parts Dexterity Test	1
Differential Aptitude Test (DAT)	17
General Aptitude Test Battery (GATB)	4
Haptic Visual Discrimination Test	1
Locally Designed	2
Minnesota Rate of Manipulation Test	2
Minnesota Spatial Relations Test	1
Occupational Apt. Survey & Interest Schedule (OASIS)	38
Peabody Vocabulary Test	1
Pennsylvania Bi-Manual Dexterity Test	4
Personal Test for Industry	1
Purdue Pegboard	4
Ravens Progressive Matrices	1
Test of Adolescent Language (TOAL)	1
Wechsler Adult Intelligence Scale-Revised	1
Wechsler Intelligence Scale for Children-Rev. (WISC-R)	3

Table 6

Interest Instruments Used in Vocational Assessment in Texas

Name	Frequency
Becker Reading-Free Voc. Interest Inventory (RFVII)	40
Career Choices	1
Career Interest Inventory (CII)	2
Career Occup. Placement & Evaluation Survey (COPES)	4
Career Occupational Preference System (COPS)	30
Career Occupational Preference System II (COPS II)	2
Cronicle Career Quest	1
Geist Picture Interest Inventory	4
Harrington O'Shea Career Decision-Making System (CDM)	2
Informal Inventories (ESC Workshop)	1
Interest Inventory Questionnaire	1
Interest Determ., Exploration, & Assess. System (IDEAS)	8
Judgement of Occupational Behavior-Orientation (JOB-O)	2
KEYE (Developed by Klein ISD)	1
Kuder	3
Locally Developed	1
Occupational Apt. Survey and Interest Schedule (OASIS)	31
Pictoral Inventory of Careers (PIC)	18
Picture Interest Exploration Survey (PIES)	5
Self-Directed Search (SDS)	1
Strong-Campbell Interest Inventory (SCII)	1
Student Occupational Interest Survey (SOIS)	1
Vocational Interest Inventory (VII)	1
Vocational Preference Inventory	1
Vocational Research Interest Inventory	1
Voc. Training Inventory & Exploration Survey (VOC-TIES)	12
Wide Range Interest-Opinion Test (WRIOT)	22

Table 7

Combination Instruments Used in Vocational Assessments in Texas

Name	Frequency
Apticom	35
Career Planning Program	1
Florida Int. Diag. Prescriptive Voc. Competency Profile	1
McCarron-Dial Evaluation System	28
P-MAC System by McCarron-Dial	4
Occupational Apt. Survey & Interest Schedule (OASIS)	15
Student, Parent, Teacher Interview Surveys	23

Table 8

Work Samples Used in Vocational Assessment in Texas

Name	Frequency
Associated Work Skills Checklist	1
Jewish Emp. & Voc. Services Work Sample System (JEVS)	1
Locally Developed	14
Microcomputer Evaluation & Screening Assess. (MESA)	1
Micro-Tower	1
On-the-Job Sampling (Place & Train Model)	1
Prevocational Assessment Screen (PAS)	18
Situational Assessment	2
Skills Aptitude Module (SAM)	6
Talent Assessment Program System (TAPS)	22
VALPAR Component Work Sample System	7
Vocational Information Evaluation Work Samples (VIEWS)	1

Table 9

Most Used Instruments with User Opinions

	5-Point Rating					Opinions										
Instrument	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
APTICOM	1	1	2	10	6	-	-	-	3	5	1	-	-	5	-	2
CAPS	-	2	12	6	3	2	-	-	2	-	-	-	1	3	1	-
COPS	-	4	2	7	3	-	-	-	-	1	-	-	-	2	-	-
DAT	-	3	4	7	4	1	-	-	-	1	-	-	-	1	-	2
McC-DIAL	-	2	2	7	11	-	-	-	-	3	-	-	-	1	-	-
OASIS	1	22	15	16	1	-	-	1	8	-	-	1	-	7	5	-
PIC	-	2	4	6	1	-	-	-	2	-	-	-	-	-	-	-
RFVII	2	3	10	12	2	-	-	-	6	-	-	-	-	1	-	-
SPIB	-	2	2	1	1	-	-	-	-	-	-	-	-	1	-	-
TAPS	1	-	1	11	1	-	-	-	-	1	-	-	-	1	-	-
VOC-TIES	-	-	3	-	5	1	-	-	2	-	-	-	-	-	-	-
WRIOT	1	1	5	5	-	1	1	1	4	1	-	-	-	1	-	-

Note. See Table 10 for the opinion associated with each number in the heading. Numbers in the table are frequencies.

Table 10

Assessment Opinion Categories

1-Very Poor
2-Poor
3-Fair/Average
4-Good
5-Very Good
6-Works Well in Group Situations
7-Compare Results with Acad. Achievement Scores at Grade Level
8-Results Have Limited Use
9-Easy to Administer/Score
10-Hard to Administer/Score
11-Administration Time Consuming
12-Need Large Room to Administer
13-State Recommended*
14-Not Appropriate for Certain Disabilities
15-Meets State Requirements
16-Expensive

*There is no state recommendation for assessment instruments.